

# WaterLife

The Official News Magazine of Calamba Water District  
Vol. V No. 2

JULY - DECEMBER 2014

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competence**



## ABOUT THE COVER

Shown in the cover is the illustration of the core function of Calamba Water District which is to provide the essential needs of the community with water.

The glass mirrors the many purpose of water to human, which above all is as thirst quencher thus, "Clean Water for All" is absolute.

Needless to say, every drop of water coming from the tap that is connected to CWD water source is definitely clean as it is being tested in CWD laboratory that is accredited by Department of Health.



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## VISION

A District with the highest quality of service that ensures customer satisfaction by providing continuous supply of potable water at an affordable cost and committed to environmental preservation and protection.

## MISSION

The District provides the Calambeños with sufficient supply of potable water 24/7, along with its commitment to establish sewerage and septage management system as part of our environmental concern.

## CORE VALUES

Knowledgeability, Dedication, Commitment, Loyalty, Integrity, Simple Living

## CWD HYMN

Bayan ng Calamba'y pinagpala  
ng likas na kayamanan,  
Yamang likha ng Maykapal  
tubig na mula sa bukal.

Kaya't kami ay natatag  
upang pangasiwaan,  
tubig na taglay ay buhay,  
tubig na para sa lahat.

Aming tanging layunin  
ihatid ang yamang tubig,  
nang maayos at malinis,  
Calamba Water District  
Tapat na lingkod bayan.

## WaterLife

The official news magazine of Calamba Water District

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CORPUZ-AVILLANOZA**

Your contributions are welcome, email us at  
[waterlife2010@yahoo.com](mailto:waterlife2010@yahoo.com)

# Kick off 2015 with good vibes

Its Christmas time once again and in just a few more days we will bid adieu to 2014.

Counting the blessings that we had received from the past years with a grateful heart is always a good start in embracing New Year. It is like attracting good omen for a brighter tomorrow ahead of us through entertaining "Good Vibes".

As 2015 approaches, let us leave behind the sadness brought about by the not so good turn of events in our life. It would be better off if we will synthesize happiness instead of bringing emotional baggage of yesterday.

Synthesizing happiness could be done by weaving all the best things in the corner of our minds. However, we should not alight on wishful thinking mode. We must act and use our signature strength in order to convert the synthetic happiness into natural one.

Likewise, we should see adversity as an opportunity for growth by always looking into its lighter side, as the saying goes everything happens for a reason. We have to be reminded that failing is an integral part of learning and what matters most is the courage within us to rise from every pitfall.

More so, let us all be a blessing to every person we came across with everyday by sharing a sincere smile, as it is the universal language of hello.

It is never too late to give wings to our dreams; all we need is a daily dose of perseverance!



*Melody Estacio-Oyos*  
MELODY ESTACIO-OYOS  
Editor-in-Chief

## FROM THE GM's DESK

Let me begin by uttering a word of gratitude to everyone... to my co-employees thank you so much!

Once again we have shown that solidarity is still the cornerstone of our organization. Disruptions came our ways to the point that we are of diverse opinion over certain things, yet no one turns his back on giving service and responding to the need of our growing concessionaires.

This only proves that we are not merely workers who are just after the monthly fruit of labor, more so manifestation of the genuine commitment that we hold in our hearts as public servants.

Before we finally bid 2014 goodbye, let us all look back and assess our performance for this year with authenticity in evaluating our achievements or lack thereof, be it personal or work related.

Let us make tenacity as foundation of continuing success and meeting deficiencies, while count on hope as the guiding principle to do so.

Oftentimes we face adversaries in every form, but life is never what happens; it is how we take it. Therefore optimism combined with prayer is still the best armor when things become difficult.

On the personal note, I have ascertained that as a leader, I have to use more senses aside from the usual five. Thus, I have to add up and strengthen my sense for being responsible and accountable to every executed action. With that the Four Way Test of Herbert Taylor, especially the one that gives emphasis to fairness, serves as my reference in examining all sides of the coin in making decisions.

However, leaders are not immune to make mistakes as I quote the popular song "I am only human, born to make mistakes". Humility to admit that you are way off beam is always a righteous deed as well as finding ways to correct it. Nonetheless, repetition of the same mistakes is not justifiable.

I learned that having mind-set of "win-win" does not work all the time. In fact, there are cases that when I regard equality in arriving with verdict, I need to lose first and win later. Nevertheless, I must say that treating everyone fairly is a non-negotiable thing.

Life for me is like a boxing game. Admittedly, I have been hit with several punches, I have been knocked down but never knocked out, for courage and determination is in my left and right gloves.

This 2015, let us all press forward, stay positive and work hard!



  
**ENGR. RESTITUTO B. SUMANGA, SR.**  
General Manager

# Service amidst calamity

Typhoon “Glenda” could be considered as one of the most powerful storm that hits the country. In fact, the strong winds of Glenda did not spare even the edifice of Calamba Water District (CWD) when it whipped vast areas of Laguna on the morning of July 16, 2014 causing Calamba City under state of calamity.

Broken window glasses of the CWD main office, damaged files and ripped off roofing of its warehouse were the aftermath of the typhoon. However, despite the losses and devastation, the district was able to pull its string to continue its water services.

system were still unprivileged for water supply due to limitations of using generator set compared to normal power supply.

Thus, on the succeeding days and electricity remained improbable, CWD has no other option but to resort to water rationing using its two water trucks. Likewise it tapped the City Government and requested for assistance. The latter immediately responded and sent fire trucks as additional means for water rationing.



*CWD service continues even during times of calamity. Water rationing for the residents of Brgy. Saimsim during Typhoon Glenda.*

Nonetheless, in spite of the power blackout on the very day of the typhoon, the district still managed to run its pumping stations by using several generator sets and stand-by power source. However, the water operation was not normal since power failure covers the entire Calamba City thus, all 54 pumping stations were seemed unoperational during that time and the units of generator sets were limited.

Mobile generators in other pumping stations were continuously used from time to time. It works double time for it has to fill in more than a few overhead tanks. However, upland areas and other places that are afar from the distribution

The situation that CWD is into during those times pressed exigency of service thus, management went extra mile and placed a standby water truck at Bucal Pumping Station. Free water was then made accessible to public and long queue of residents patiently waiting their turn to get hold of the bucket of water were observed.

With the onslaught of typhoon Glenda, the District’s commitment to be of service to the community was once again tested, and as always it has proven its competence to do so even on difficult circumstances.

# Just a text away!

## Reaching our customers faster and keeping them closer!

CWD enhances the way it connects with its valued concessionaires as it recently launched its newly acquired Text Blasting Program. This technology is our innovative way to reach our customers faster and keep them closer to give them precisely what they needed, make them feel the glow of satisfaction and win their two thumbs up in return.

Said program is a cost effective tool that enables service providers like water districts to quickly and effectively disseminate information to all its clientele with simple use of the short message service or SMS. With it, concessionaires may now receive the most recent announcements, reminders and other water service advisories wherever they are and at any time. On the other hand, concessionaires need not to spend time

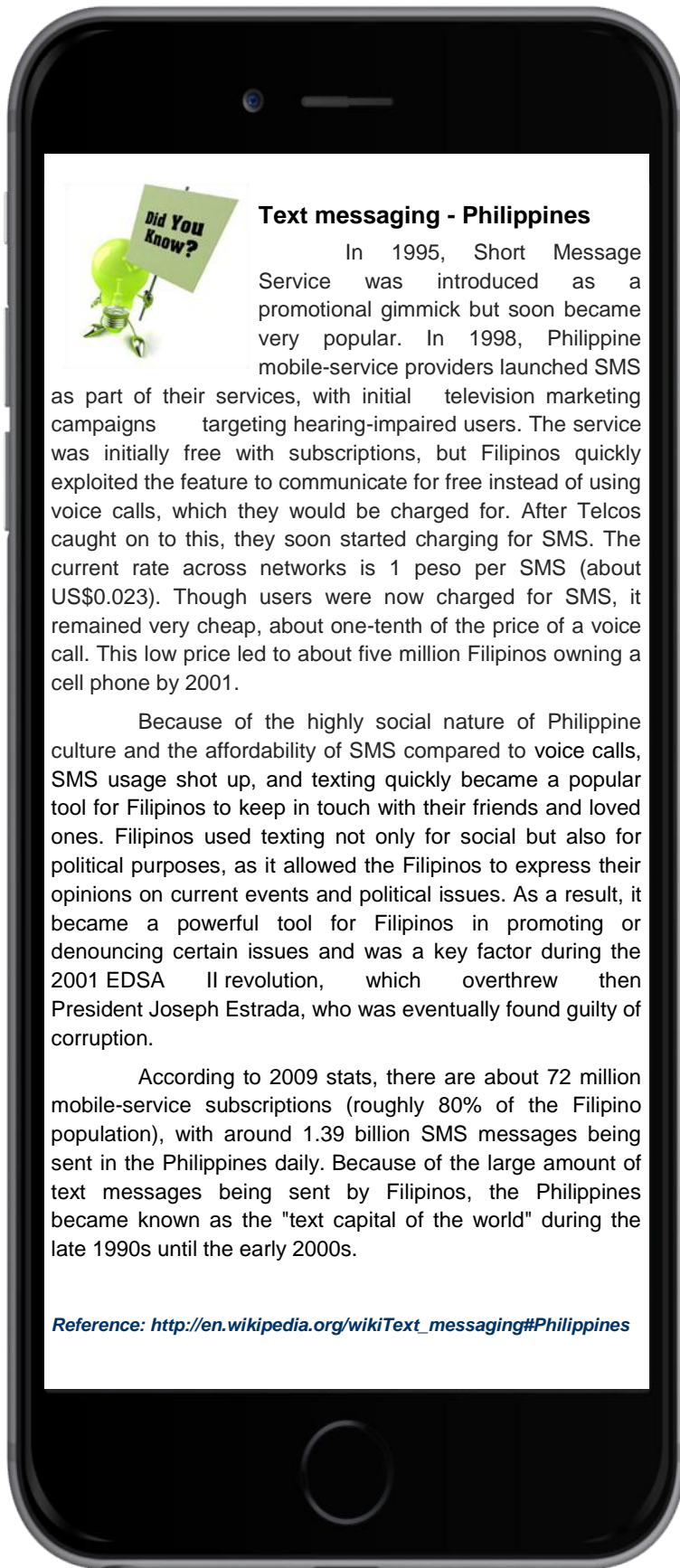
going to CWD offices just to report any problem or forward their complaint concerning water service. With just one text, they may access our customer service and send their concerns to our hotline number 0927-514-1047.

Concessionaires can expect better customer service as we eye more improvements in the near future with the best and most effective use of the available technologies.

It is our desire to give and uphold quality service, but it would be difficult to achieve without our customers' utmost cooperation and involvement. So to all our concessionaires, we encourage you to be part of this endeavor by providing us your contact numbers where we can reach you so we can serve you better.







### Text messaging - Philippines

In 1995, Short Message Service was introduced as a promotional gimmick but soon became very popular. In 1998, Philippine mobile-service providers launched SMS as part of their services, with initial television marketing campaigns targeting hearing-impaired users. The service was initially free with subscriptions, but Filipinos quickly exploited the feature to communicate for free instead of using voice calls, which they would be charged for. After Telcos caught on to this, they soon started charging for SMS. The current rate across networks is 1 peso per SMS (about US\$0.023). Though users were now charged for SMS, it remained very cheap, about one-tenth of the price of a voice call. This low price led to about five million Filipinos owning a cell phone by 2001.

Because of the highly social nature of Philippine culture and the affordability of SMS compared to voice calls, SMS usage shot up, and texting quickly became a popular tool for Filipinos to keep in touch with their friends and loved ones. Filipinos used texting not only for social but also for political purposes, as it allowed the Filipinos to express their opinions on current events and political issues. As a result, it became a powerful tool for Filipinos in promoting or denouncing certain issues and was a key factor during the 2001 EDSA II revolution, which overthrew then President Joseph Estrada, who was eventually found guilty of corruption.

According to 2009 stats, there are about 72 million mobile-service subscriptions (roughly 80% of the Filipino population), with around 1.39 billion SMS messages being sent in the Philippines daily. Because of the large amount of text messages being sent by Filipinos, the Philippines became known as the "text capital of the world" during the late 1990s until the early 2000s.

Reference: [http://en.wikipedia.org/wiki/Text\\_messaging#Philippines](http://en.wikipedia.org/wiki/Text_messaging#Philippines)

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3/4"	292.80	20.30	24.05	30.80	36.45
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#### BANKS



#### COMMERCIAL ESTABLISHMENTS



# One for three

## (One project benefits three barangays)

Engr. Ma. Angelica Corpuz-Avillanoza

Calamba Water District spent more than 2M for the development of water service in the area of Barangay Saimsim-Tulo and Makiling which was completed in October 2014.

Originally the project only concerns with improving the existing water system of Brgy. Saimsim being insufficient to supply remote areas.

Thinking not only the sake of a single barangay, Engineering Department proposed to interconnect the 1,832 linear meter pipes laid in Saimsim to Tulo and Makiling so as to solve the low pressure in the said areas.



The said decision resulted to success as the district able to respond to the growing needs of not just few.


Consequently, residents in the area who do not have water connection were encouraged to apply so as to enjoy the improvement brought about by the project.

It holds true now that CWD not just expands its water service coverage but improves the water availability in the city while it maintains reasonable water tariff.

## How to read this Ad:

-  **1** Sit down.
-  **2** Prepare a glass of water.
-  **3** Check your blood pressure.
-  **4** Prepare for the shock of your life.
-  **5** Read the next line.

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-  **6** Once you have recovered, give us a call.

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# CWD assists PWWA in seminar for future practitioners

The Philippine Water Works Association (PWWA) conducted seminar for future practitioners of the water industry last October 13, 2014.

The said seminar was organized in coordination with Calamba Water District having the objective to make the soon key players of water production be acquainted of the industry practices. PWWA believes that knowledge could be acquired best by entering into the real world, thus, the association is making ways to bring relevant information into a classroom set up.

Around 200 engineering students from well known academe in the Province of Laguna attended aforesaid seminar which venue is at Colegio de San Juan de Letran Calamba.

Experts from various fields of water industry were invited as speakers which include GM Resty Sumanga. The latter talked about the function of water districts in the water supply and sanitation.

Lecturers both from government and private sectors discussed their role in the water industry. Each puts emphasis on their common goal to provide sufficient supply of potable water as well as its sanitation through maintenance and improvement as part of after sales service.

Ms. Lerma Rosario of Metropolitan Waterworks and Sewerage System mentioned that sustainability of water supply is likewise their concern while Ms. Fe Criscilla Banluta of Department of Interior and Local Government said that the agency aims to ensure equal provision of water services.

Water business is profitable but it should not destroy the people and the planet as said by Engr. Conrado Soriano of Maynilad Water Services.

Meanwhile, Mr. Noel Julao of Laguna Water Company includes the corporate social responsibility as an essential element in providing water service, while Mr. Norman Tatco of Festo Incorporated stated that innovation and efficiency is the name of the game of the suppliers of the industry.

Career planning was likewise touched a bit. According to Ms. Teresa Araneta, PWWA Director, the water industry is very promising but entails great responsibility same words which were uttered by Mr. Daniel Landingin, well known water business consultant.



*Sitting in the middle are GM Resty Sumanga and Mr. Daniel Landingin, two of the speakers during PWWA Appreciation Seminar. On the right of GM Sumanga is Ms. Neneth Javier, seminar organizer. Behind them are the future practitioners in the water industry.*

# CWD welcomes LAWA members



*Officers and General Managers of the Laguna Association of Water Districts with their glistening smile as they strike a pause after the general membership meeting at Ding Hao Chinese Cuisine, Calamba City.*

Calamba Water District represented by GM Resty Sumanga graciously welcomes the attendees from the 11 water districts in Laguna when it hosted the General Membership Meeting of Laguna Association of Water District (LAWA) last September 22, 2014.

GM Sumanga acknowledged the presence of each participant with special mention of those from Mabitan Water District as “early bird”.

Attendees seem to be acquainted with the brief history of Calamba City when Director Myrna Pamplona of CWD gave her opening remarks.

First meeting order was the discussion of the 31<sup>st</sup> Annual Convention of Southern Tagalog Association of Water District (STAWD), as LAWA was tasked as the organizing committee of the event.

LAWA upcoming activities were likewise laid down and conferred about by the body.

GM Alex Paguio of Pagsanjan WD suggested to move the first-ever LAWA Day celebration previously scheduled in October 2014 to December of the same year so as to give way to the preparation for STAWD Convention.

Atty. Gerardo Ilagan, LAWA Chairman and BOD Chairman of San Pablo City WD then recommended merging the LAWA Day and Christmas Party in one setting instead.

The granting of Performance Based Bonus to government agency including water districts was likewise tackled during the meeting. GM Nestor Dionisio of Sta. Cruz Water District proposed to request assistance from LWUA Advisor to orient the water districts on how to comply with the requirements of PBB.

**The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly.**

*- Jim Rohn*



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# A Glimpse @ CWD

## CWD 38th Anniversary



### Something to Remember in September

CWD marked its 38<sup>th</sup> year of giving service to the community and as always it celebrated the day with a thanksgiving mass solemnized by Rev. Fr. Reine V. Eriga, BOD Vice Chairman. Merienda Cena was prepared right after the mass as a simple treat for all employees.



# A Glimpse @ CWD STAWD Convention



“Forging Closer Linkages Amidst Challenges in the Water Industry” was the theme of the STAWD 31st Convention held at Bellevue Hotel Alabang Muntinlupa. This two-day affair was participated in by various water districts in Southern Tagalog and is hosted by Laguna Association of Water Districts.

Sen. Ferdinand Marcos Jr., keynote speaker of the convention, in his message, pledge to support the PD 198 authored by his father, the late former President, Ferdinand Marcos Sr. which gave way for the creation of local water districts (LWDs).

# A Glimpse @ CWD

## CSC Accreditation - Prime HRM Level II



Calamba Water District (CWD) passed the revalidation process conducted by Civil Service Commission (CSC) for the Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM).

Out of 29 agencies in the Province of Laguna, only eight successfully met the requirements set forth for the PRIME-HRM and qualified to be conferred with Level II Accredited Status Certificate.

Level II Accredited Status Certificate is being awarded to government entities which are exercising best practices in various areas of human resource management.

CSC Field Director, Emma Barrera awarded the certificate to CWD which was received by the CWD Department Managers and Human Resource Division Manager as witnessed by Governor Ramil Hernandez and Provincial Board Member Pursino Oruga.

## Plumbing Seminar



### Four Employees Awarded with Plumbing NC II Certificate

Jaime Alcasid, David Opena, Matias Terrones and Noel Tolentino, all from Calamba Water District successfully passed the National Certificate II examination for plumber given by TESDA. Prior to examination, the aforementioned employees attended seminar workshop on plumbing conducted by Mr. Joel Gabelite of Jacobo Z. Gonzales Memorial School of Arts and Trades.

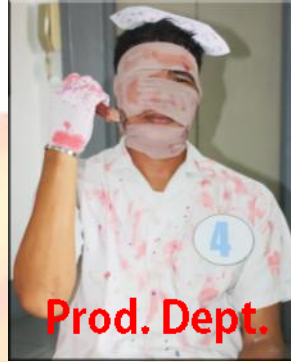
The said seminar organized by San Pablo City Water District was attended by more than 50 employees from various water districts in Laguna.

# A Glimpse @ CWD

## Halloween Costume Contest 2014



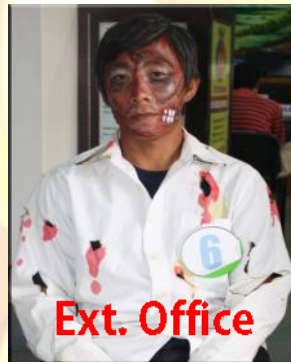
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Eng'g. Dept.



Ext. Office



### Scared to death!

Guillermo Banalan from Legal Section in zombie attire got the highest vote from the CWD concessionaires during the first ever CWD Halloween Costume Contest held on October 30, 2014.

The lady in black portrayed by Edmund Evas from Admin Department got the second place and Arnold de Villa of Commercial Department as Pedro Calungsod ranked as third.



# Equal Protection

Our Constitution provides that no person shall be denied the equal protection of the laws. Equal protection merely means equality in the enjoyment of similar rights and privileges granted by law. Simply put it, all persons similarly situated should be treated alike, both as to rights conferred and responsibilities imposed. There should first be a valid classification for purposes of implementing the equal protection clause as mandated by the Constitution.

In the case of Inchong vs. Hernandez, the Supreme Court laid down the parameters for a valid classification, inter alia:

1. It must rest on substantial distinctions that make real differences;
2. It must be germane to the purpose of the law;
3. It must not be limited to existing conditions only;
4. It must apply equally to all members of the same class.

Every classification made by law is presumed to be reasonable, and the party who challenges the law must present proof of arbitrariness. The Supreme Court may decide on cases in which only an error or question of law is involved. A good example pertaining to substantial distinction is the en banc decision in the case of Philippine Ports Authority (PPA) vs. Commission on Audit (COA), GR No. 160396, Sept. 6, 2005. The High Court gave an honest opinion on this issue whereby it held that, "in case of doubt, laws should be interpreted to favor the working class, whether in the government or in the private sector,

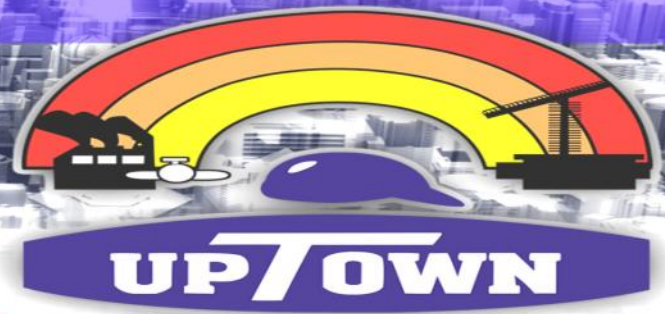
in order to give flesh and vigor to the pro-poor and pro-labor provisions of our Constitution. The principle of equal protection is not a barren concept that may be casually swept aside. While it does not demand absolute equality, it requires that all persons similarly situated be treated alike, both as to privileges conferred and liabilities enforced. Verily, equal protection and security shall be accorded every person under identical or analogous circumstances".

It is the same issue when all contractual and permanent employees of all Local Water Districts may not anymore receive their fringe benefits, hospitalization and other incentives by the simple reason of issues on date of hiring. Even if this ruling were cited in the directives and guidelines issued by COA and DBM, still it is tantamount to arbitrariness for the employees and misconception of the equal protection clause. There is no substantial distinction and it must apply equally to all employees of the same class especially if the issue of discrimination is very clear. When such grant of allowances and fringe benefits has long been legally established and existing practice of a local water district, the disallowance of such benefits and incentives is already a violation of a constitutional right of equal protection. Although such enjoyment will not ripen to a legal right still the law attaches its preference over the claims of the aggrieved and deprived employees.

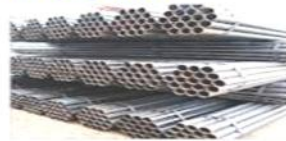
A classification of any disallowances based on valid and reasonable standards does not violate the equal protection clause but any unreasonable, arbitrary, and bereft of any legal jurisprudence is a clear violation thereof.



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# Youth for environment ties-up with CWD



Hundred of students lent ears to GM Resty Sumanga, as the latter stood before them as guest speaker for the school based symposium on Potable Water and Conservation.

The said symposium was organized by the Youth for Environment in School Organization (YES O) of Kapayapaan National High School Canlubang as part of its Science Camp Activity.

As always, GM Resty captured the interest of the students with his wit and humor while providing bits of information about water wherein discussion evolves on the causes of water pollution, prevention and conservation.

He also emphasized that access to potable water is a basic human right therefore, the same should be equally distributed to all Calambenos.



*KNHS student with GM Resty Sumanga during the students' dialogue on water conservation.*

He likewise took the privilege to extend gratitude to the residents of Canlubang, who are mostly the parents of the students present in the symposium, for the continued patronage of water from CWD. He said that Canlubang area has great number of registered concessionaires being served by CWD Extension Office situated in Canlubang near National Housing Authority Office.

The students were likewise encouraged to do their share on conserving water as GM Resty said that abundant supply of water in the future is a "no guarantee". He invited also the students through the school principal, Ms. Mildred M. De Leon to take part on the CWD tree planting activity which is being scheduled all year round.



*GM Resty Sumanga receiving the certificate of recognition from KNHS Principal, Ms. Mildred De Leon.*



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# Fun ways to fitness

Healthy people tend to be happier and more productive. That is why workplace wellness program becomes a vital component nowadays in human resource management, as it targets to change the sedentary lifestyle which is typical in an office environment.

Wellness program should not necessarily be that too costly on the part of the company. Management could start with simple health awareness campaign by distributing reading materials that contain health tips among personnel.

At Calamba Water District, the employees are being encouraged to include physical fitness exercises in their daily activities. In fact, the management provided the employees with a mini gym equipped with variety of fitness equipment like treadmill, stationary bikes, barbell and the like. The said facility could be used by all employees before and after office hour on schedule basis.

Also, employees are being encouraged to perform simple exercises by distributing flyers containing hassle-free workout activities which could be done in respective worksite. They are being reminded of the same during morning and afternoon breaks as the pipe in music being played in the office signals for it.



Getting into the groove are CWD employees during zumba session.

Recently, the Management included Zumba in the wellness program. Zumba is a dance fitness program which steps are easy to follow, thus, suits all ages. Employees are being invited to attend Zumba Session every Friday.

Aside from the wellness program, male employees of Calamba Water District formed bikers group. Its members continuously increase as biking becomes trend and passion among men nowadays. The group makes biking as part of their weekend activity while daily routine for some who ride to work.

Cycling or biking is mainly an aerobic activity that makes blood vessels, heart and lungs get all work out in a less strenuous way. Therefore, as a regular activity, it has beneficial impact to ones health.

Remember, a person who is hale and hearty is a happy one!



CWD Bikers all geared up on the road to fun and fitness.



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 Tighten cap nut until fitting stopper with spanner or pipe wrench.



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# WHAT'S IN THE SONG

## 12 days of Christmas



**A partridge in a pear tree...**  
The crucified Christ.



**Two turtle doves...**  
Jesus' human and divine nature.



**Three french hens...**  
The Trinity, one God in three persons.



**Four calling birds...**  
The four gospels.



**Five golden rings...**  
The Torah or the wounds of Christ.



**Six geese a-laying...**  
The six days of creation.



**Seven swans a-swimming...**  
The gifts of the Holy Spirit.



**Eight maids a-milking...**  
The Beatitudes and the resurrection.



**Nine ladies dancing...**  
The nine Choirs of Angels.



**Ten lords a-leaping...**  
The 10 Commandments.



**Eleven pipers piping...**  
The 11 faithful disciples.



**Twelve drummers drumming...**  
The 12 beliefs in the Apostle's creed.

Source: [http://cathfamily.org/twelve-days-of-christmas/?doing\\_wp\\_cron=1418259810.1241700649261474609375](http://cathfamily.org/twelve-days-of-christmas/?doing_wp_cron=1418259810.1241700649261474609375)



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# Ala-Ala

Renato S. Vasquez

Isang umaga iyon, sikat ng araw ay kay-ganda,  
Hatid sa akin ay sigla at saya.

Sa isang banda ikaw ay aking napansin,  
Papalapit at sa akin ay nakatingin.

Malayo ka pa ay banaag na ang iyong ngiti,  
At ako ay naunahan mo pa sa iyong pagbati.

Sa wari ko'y para bang kay-tagal na nating magkakilala,  
Gayong iyon lamang ang ating unang pagkikita.

Iyon na nga ang simula ng ating magandang samahan,  
Dahil sa iyong katauhang aking kinagigiliwan.

Sa tuwina nga na tayo'y magkikita,  
Di maubos ang kwentuhan na ubod ng saya.  
Kahit na nga seryoso ang ating usapan,  
Panay-panay pa din ang ating tawanan.

Muli, isang umaga iyon, sikat ng araw ay kay-ganda,  
Ngunit, di tulad ng dati na hatid ay sigla at saya.

Marahil sa dala nitong balita na aking natanggap,  
Na ikaw ay pumalaot na sa dagat ng alapaap.

Nakalulungkot man ay dapat tanggapin,  
Kalooban ng Diyos ay ating sundin.

Magkaganun man ay huwag mag-alala,  
Kaibigan... Ikaw ay mananatili sa aming... ala-ala.

*Isa itong pag-alala sa mga namayapa na nating kasamang sila Dir. Vivencio Leus, Donato Espiel, Wilfredo Molinyawe, Justino Tandang, Loreto Barairo, at sa lahat ng mga namayapa na nating mga kaibigan.*

## Salamat, paalam...



**Loreto Barairo**  
Engineering Dept.



**Justino Tandang**  
Commercial Dept.








*Yea, though I walk through the valley  
of the shadow of death, I will fear no  
evil: for thou art with me; thy rod and  
thy staff they comfort me.*

*Psalm 23:4*



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# Matuwid

Sa buhay ng tao may mga bagay na napakahirap gawin, katulad na lang ng pagpapatawad at paghingi ng tawad. Tantuin niyo, di ba kapag may taong nakagawa sa iyo ng kasalanan, napakahirap sa ating mga tao ang mag-gawad ng kapatawaran. Kahit pa ito ay iyong kaibigan o kapamilya man. Maski nga sa tingin mo ay totoo na ang paghingi niya ng tawad ay di pa rin natin agad maibigay ang kapatawarang kanyang hinihingi. Ganun din naman sa kabaliktarang sitwasyon na tayo naman ang nagkasala at siyang dapat humingi ng kapatawaran, bakit napakahirap pa rin para sa atin na gawin ito. Bakit kaya ganoon?

Pero, kung iyon aalalahanin, noong mga paslit pa tayo, napakadaling gawin para sa atin ang magpatawad at humingi ng tawad sa kasalanang nagawa. Pansinin ninyo ang mga bata, kapag may pinag-aawayan, magkakagalit yan, pero hindi magtatagal magkakasundo na rin agad. Kasi nga, madali sa kanilang magpatawad at humingi ng tawad. Katwiran natin “eh mga bata yan kaya ganun” teka, hindi ba kapag tumatanda ka mas malawak na ang pananaw mo?

Tayo din naman ay naging bata noon. Lumaki lang at tumanda na, iba na? anyare? Magulo ano ho? Pa’no kaya natin magagawa ito? Siguro mas maganda kung sa edad natin ngayon ay kunin natin ang ugali noong tayo ay paslit pa upang maging madali para sa atin ang magpatawad at humingi ng tawad.

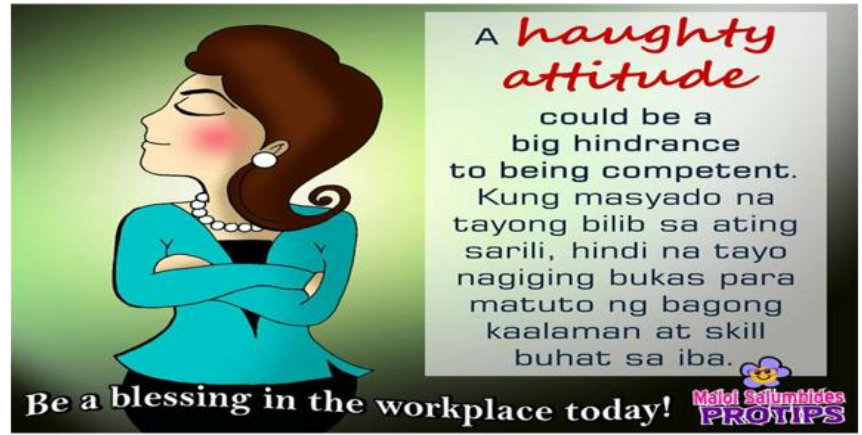
Kukunin ko na po ang pagkakataong ito sa aking pagsusulat upang mag-isip bata. Sa lahat po ng may nagawa sa akin na kasalanan “Merry Christmas sa iyo” pinapatawad na kita. At sa mga taong may sama ng loob sa akin dahil sa aking nagawang kasalanan “Happy New Year sa iyo”, inaamin ko ang aking nagawang kasalanan sayo at patawarin mo ako kung nasaktan ko ang iyong damdamin. Sana ay napatawad mo na ako upang maging maayos at masaya ang darating na bukas.

Sa ating Panginoon, ang aming samo at dalangin ay palambutin mo po ang aming mga puso at matutunang maging matuwid... tulungan mo po kaming mamuhay ng naaayon sa kagustuhan mo.

*Get rid of all bitterness, rage, anger, harsh words, and slander, as well as all types of evil behavior. Instead, be kind to each other, tenderhearted, forgiving one another, just as God through Christ has forgiven you.*

***Ephesians 4:31-32***





## PROTIPS:

# Increase Your Competence

Agree ka ba na kapag competent ang isang tao, magagawa niya kahit trabaho ng tatlo, baka nga lima pa o walong tao? Pero kahit maghire ka ng napakarami, kung hindi naman mahusay, sakit ng ulo amang ang ibibigay nila sa iyo. Napansin ko ito ng minsang maantala ang aking biyahe dahil sa ilang traffic enforcer. Ang dating hindi naman mabagal ang daloy ng trapiko, aba, nagkabuhol-buhol dahil may mga bagitong enforcer na hindi tiyak na kanilang ginagawa. Nang umeksena na ang batikan at beteranong nagta-traffic, ilang segundo lang, parang puzzle na naayos ang daloy ng mga sasakyan. Napa-isip tuloy, ako, ang taong competent sa kanyang trabaho, ginhawa talaga ang hatid sa ibang tao. **Ikaw, ginhawa ba ang hatid mo diyan sa iyong opisina o kunsomisyon?**

Paano natin mapapanatili o madaragdagan pa ang ating competence sa trabaho? Pag-usapan natin iyan ngayon sa Protips. Ako si Maloi Malibiran-Salumbides, partner mo sa inspirado at productive na pagtatrabaho.

How can you increase your competence at work?

### Tip #1 Be humble while being good at what you do.

Maraming mahuhusay na empleyado ang umaakyat sa ulo ang kanilang kahusayan kaya yumayabang. To the point na ang pakiramdam nila'y mapipilay ang kanilang kumpanya kapag sila'y hindi nagtrabaho. A haughty attitude could be a big hindrance to being competent. Kasi kung masyado na tayong bilib sa ating sarili, hindi na tayo nagiging bukas para matuto ng bagong kaalaman at skill buhat sa iba. When you are no longer open to learn, paano madaragdagan ang iyong competence lalo na sa panahong ito na napakabilis ng mga technological advancement. Kapag mahusay ka at humble pa, matutuwa ang iba na tulungan ka kapag ikaw ay nagpaturo sa kanila. Ang sabi sa Proverbs 9:9 "Give instruction to a wise man, and he will be still wiser; teach a righteous man, and he will increase in learning." (ESV).

### Tip #2 Don't confine yourself to your job description.

Huwag mong i-kahon ang trabaho mo sa kung ano lamang ang nakalagay sa iyong job description. Mayroon akong kakilalang empleyadong masunurin. Kung saan siya i-assign ng kanyang boss, sinusunod niya. By training, accounting ang hilig at interest niya. Pero nang siya ay i-assign sa ibang departamento na hindi naman talaga accounting ang ginagawa, tinanggap pa rin niya. She struggled at first, dahil iba ang kanyang alam at kakayahan, pero sa halip na mag-give-up, pinag-aralan niya ito at nag-excel pa siyang lalo. Now, this person occupies one of the key positions in their organization. Kahit saan mo siya ilagay, pwede siya, dahil hindi siya nagpakahon sa kanyang job description.



### **Tip #3 Do a regular assessment of your competencies and identify areas where you need an upgrade.**

Kung ang apps sa ating mga smart phone maya't maya ay kailangan ng upgrade, aba, mas kailangang luma-up din tayo sa ating mga nalalaman at kayang gawin. Mayroon akong kaibigan na regularly ay bumibiyaha para dumalo sa mga training at seminar. Hindi niya hinihintay ang kanilang kumpanya na ipadala siya sa training. Humahanap niya ng grant, fellowship at iba pang libreng oportunidad para mahasa ang kanyang kakayahan at ma-upgrade ang kanyang credentials.

Ang mga natutunan natin 5 years ago ay mabilis na magiging obsolete kung hindi tayo magsisikap na hasain at dagdagan ang ating competence. Ang mga doktor, abugado, engineer at teacher ay kailangang may regular na training at pag-aaral para updated sila sa pagbabago sa kanilang practice. Hindi kailangang licensed professional ka, para makita natin ang kahalagahan ng pangangalaga sa ating kakayahan.

Sa mga papasok sa office ngayon, morning shift, midshift o night shift ka man, tandaan mo, increase your competence so that you can contribute more to your company.

### **BE A BLESSING IN THE WORKPLACE TODAY!**

*As permitted by the author,*

*Ms. Maloi Malibiran-Salumbides*

*"Protips is written and produced by Maloi Malibiran-Salumbides. For daily dose of workplace inspiration tune-in to 702 DZAS, Monday to Friday at 7 a.m. or follow Protips on Facebook. Inspirational books for the working public written by Ms. Maloi are also available in National Bookstore and the Philippine Christian Bookstore branches."*

Source: <https://www.facebook.com/pages/Protips>  
posted on September 26, 2014

### **Avoid Being Unprofessional**

What are the ways to be seen as unprofessional? Treat people with disrespect. Finish tasks or projects late. Be unprepared when attending meetings. Spend time gossiping at work. Keep them waiting unnecessarily. Steal their thunder by using their ideas without giving them credit. Say one thing then do the complete opposite. Break promises regularly.

### **On the contrary.....**

### **10 Ways To Be Professional**

There are, however, quite a few common traits when it comes to being professional. This includes the following:

1. Competence. You're good at what you do – and you have the skills and knowledge that enable you to do your job well.
2. Reliability. People can depend on you to show up on time, submit your work when it's supposed to be ready.
3. Honesty. You tell the truth and are upfront about where things stand.
4. Integrity. You are known for your consistent principles.
5. Respect For Others. Treating all people as if they mattered is part of your approach.
6. Self-Upgrading. Rather than letting your skills or knowledge become outdated, you seek out ways of staying current.
7. Being Positive. No one likes a constant pessimist. Having an upbeat attitude and trying to be a problem-solver makes a big difference.
8. Supporting Others. You share the spotlight with colleagues, take time to show others how to do things properly, and lend an ear when necessary.
9. Staying Work-Focused. Not letting your private life needlessly have an impact on your job, and not spending time at work attending to personal matters.
10. Listening Carefully. People want to be heard, so you give people a chance to explain their ideas properly.

**It's a great challenge indeed...**

**...but in every circumstance,**

**choose to be professional!**

Source: <http://career-advice.monster.ca>

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*Seasons  
Greetings!*





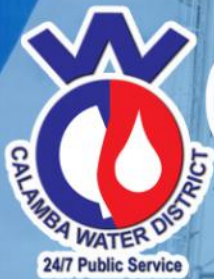
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for having met all the accreditation requirements of the  
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The accreditation is conferred to the agency through CSC Resolution No. 1303077 dated December 26, 2013.

Given this 30<sup>th</sup> day of May 2014 in Diliman, Quezon City.

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Chairman

*Robert S. Martinez*  
Commissioner

*Neves L. Osorio*  
Commissioner

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